

AMY SCHWORE

<p style="text-align: right;">169</p> <p>1 A. Yes.</p> <p>2 Q. Other than that, did you ever</p> <p>3 express any concerns to him, complaints to</p> <p>4 him about the fact that he was referring to</p> <p>5 you as his girl or Blondie?</p> <p>6 A. I'm sure I did.</p> <p>7 Q. Do you have a recollection of</p> <p>8 when you did that?</p> <p>9 A. I don't have specifics. I'm</p> <p>10 not sure if I documented those or not.</p> <p>11 Q. And where I'm coming from with</p> <p>12 that question is this: In your complaint,</p> <p>13 Paragraph Number 24, you specifically allege</p> <p>14 that you notified Mayor Catchen to cease</p> <p>15 such discriminatory conduct?</p> <p>16 A. I'm sorry. What page are you</p> <p>17 on?</p> <p>18 Q. Paragraph 24 of the complaint.</p> <p>19 A. Yes.</p> <p>20 Q. Okay. And I think you told me</p> <p>21 that -- about the two occasions where you</p> <p>22 told Don not to tell the story about the</p> <p>23 hiring process?</p> <p>24 A. Yes.</p> <p style="text-align: center;">NORTHERN KENTUCKY REPORTING SERVICE (859) 441-7297</p>	<p style="text-align: right;">171</p> <p>1 the story you just told about Don making --</p> <p>2 using the N word at Reality Tuesday's, how</p> <p>3 did that make you feel?</p> <p>4 A. Awful.</p> <p>5 Q. What did that indicate to you?</p> <p>6 A. To be blunt?</p> <p>7 Q. Yeah.</p> <p>8 A. He's a racist, sexist pig.</p> <p>9 Q. What did -- how did Don's</p> <p>10 making that statement using the N word</p> <p>11 affect your working environment?</p> <p>12 A. By his words and his actions, I</p> <p>13 did not feel comfortable in even considering</p> <p>14 another female candidate or a black officer</p> <p>15 for the hiring process for fear of</p> <p>16 liability.</p> <p>17 Q. You would agree with me that</p> <p>18 use of the N word alone is not an indication</p> <p>19 of a discriminatory animus toward females?</p> <p>20 A. No, but it does lend credence</p> <p>21 to his unethical and little less than</p> <p>22 equitable terminology when it comes to</p> <p>23 females -- people in general.</p> <p>24 Q. Who was present when you heard</p> <p style="text-align: center;">NORTHERN KENTUCKY REPORTING SERVICE (859) 441-7297</p>
<p style="text-align: right;">170</p> <p>1 Q. Are there other occasions where</p> <p>2 you asked Don to stop making sexually</p> <p>3 discriminatory or harassing comments?</p> <p>4 A. I think that was tied in also</p> <p>5 to a comment that he made at Reality</p> <p>6 Tuesday's. I told him that he can't talk to</p> <p>7 people like that. So I do --</p> <p>8 Q. What do you --</p> <p>9 A. I do recall having -- I</p> <p>10 think there was one time when we were coming</p> <p>11 out of council chambers and I said, you</p> <p>12 can't -- you can't talk to me -- you can't</p> <p>13 say that. And he said, well, I do it</p> <p>14 because I'm messing with you. The Reality</p> <p>15 Tuesday that I'm referring to is when he</p> <p>16 spoke of n[redacted] and I said you can't -- you</p> <p>17 can't speak in that fashion in public; you</p> <p>18 cannot speak in that fashion in this day and</p> <p>19 age, it's not accepted. So I know that</p> <p>20 there were, on more than one occasion, times</p> <p>21 where I would either confront him or speak</p> <p>22 with him, and then I would talk with you</p> <p>23 know; Bob Winters (sic), as well.</p> <p>24 Q. The comment that you just --</p> <p style="text-align: center;">NORTHERN KENTUCKY REPORTING SERVICE (859) 441-7297</p>	<p style="text-align: right;">172</p> <p>1 Don make the statements about the N word --</p> <p>2 using the N word?</p> <p>3 A. Jim White.</p> <p>4 Q. And this was at Reality</p> <p>5 Tuesday's?</p> <p>6 A. Yes.</p> <p>7 Q. What was the context in which</p> <p>8 the word was used?</p> <p>9 A. Don was telling Jim and I a</p> <p>10 story, he always told stories about when he</p> <p>11 was a police officer and -- but he went on</p> <p>12 to tell us how he owned a funeral home in</p> <p>13 Covington when he referred to the N word,</p> <p>14 nigger, several times and the people that</p> <p>15 would walk past the front of his funeral</p> <p>16 home. Catchen explained that he would act</p> <p>17 crazier than them so they would leave him</p> <p>18 alone.</p> <p>19 Q. And are you referring to a</p> <p>20 specific interrogatory answer in --</p> <p>21 A. Yes, sir, Page 19.</p> <p>22 Q. And this occurred on April 3rd</p> <p>23 of 2011; correct?</p> <p>24 A. Correct.</p> <p style="text-align: center;">NORTHERN KENTUCKY REPORTING SERVICE (859) 441-7297</p>

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1 A. That those -- that it was okay
2 to go into the gray area, meaning it was
3 okay to either borderline police brutality
4 or to violate their rights in order to clean
5 up the apartments.
6 Q. Were there a lot of police runs
7 up to the apartments?
8 A. A lot is a relative term.
9 Q. Was that a --
10 A. Regular.
11 Q. Regular?
12 A. Regular.
13 Q. And maybe looking at Park Hills
14 and, you know --
15 A. Correct.
16 Q. Was that a higher activity area
17 than --
18 A. Yes.
19 Q. -- the entrance to Devou Park?
20 A. Yes.
21 Q. And were other council members
22 also concerned about activity at the
23 apartments?
24 A. Yes.

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1 Q. Was it -- I know you said Pam
2 Spoor was.
3 A. Yes.
4 Q. Were other council members also
5 concerned about the apartments?
6 A. Yes.
7 Q. What is it about Don's
8 comments, you know, about law enforcement
9 action at the apartments and the gray area
10 that leads you to believe that that is
11 somehow an indicia that he has -- that he is
12 a sexist?
13 A. Indicia, what does that mean?
14 Q. I'm sorry. What is it -- what
15 is it about Don's statement about the
16 officers being more aggressive up at the
17 apartments and backing them when it's a gray
18 area, what is it about that that you believe
19 indicates that Don is a sexist?
20 A. Because he did not tell me at
21 all that he was going to be addressing the
22 officers, again cutting me off at the
23 legs -- or at the knees because what he said
24 would go and I didn't have a say in the

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1 matter. He was essentially telling them to
2 break the law, and I had to clean up, go
3 back afterwards and tell them that there is
4 no gray area, we do not violates people's
5 rights. The sexist point in that, to me, is
6 being his girl, he did not allow for me to
7 run this police department. He came in and
8 gave the officers orders that demeaned and
9 undermined not only me, but state revised
10 statute.
11 Q. Did Don ever tell any of the
12 officers to violate the civil rights of any
13 of the people at the apartments?
14 A. He alluded to and told a few
15 stories about when he was a police officer,
16 how he beat people first and asked questions
17 later, carried a sawed-off shotgun in his
18 trunk, and that he got with people using
19 force and intimidation. So he was telling
20 the fellows it was okay to do that and that
21 he would back everybody up if they did, in
22 fact, do that, including myself.
23 Q. Timing wise, Amy, when did that
24 occur?

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1 A. That was on -- the first time
2 was on December the 5th, 2010, during a post
3 meeting.
4 Q. And that's when he was
5 mayor-elect?
6 A. Correct.
7 Q. When was the next time?
8 A. May the 2nd at 10:00, the
9 directive was given, again, target the
10 Section 8 apartment complexes. Again, he
11 would tell stories about when he was a
12 police officer and how he dealt with people.
13 And then again on July
14 the 11th, said he would back any police
15 officers, including myself, for going into
16 the gray area dealing with the people at the
17 apartment complex. Strike first and ask
18 questions later, he said.
19 Q. This was at a post meeting?
20 A. Yes, sir. He said he carried a
21 sawed-off shotgun in his trunk. I stopped
22 him at that point in front of the fellows
23 and I told him that we couldn't do that
24 because that's discriminating and its

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1 know, you kind of said life; do you recall
2 anything else?

3 A. The only part of the
4 conversation I specifically remember was the
5 mayor talking about his encounter years
6 ago -- a long time ago with some black
7 people, and I can't remember where it was
8 at, Covington or Newport or somewhere, that
9 he had had occasion to feel threatened by
10 these people and he let them know that --
11 and I cannot give you verbatim how the
12 conversation went but for a few words that
13 stood out in my mind, but that he let them
14 know he wasn't going to take any business
15 from them.

16 Q. What were those words that you
17 say stick out in your mind?

18 A. He said the word "N[REDACTED]" twice
19 at least, and maybe three times, and it
20 shocked me because -- and it stood out in my
21 mind because he said it plenty loud enough
22 for people surrounding us to hear. And I
23 thought to myself that I hope people who are
24 within earshot of this conversation don't

1 he had mentioned that if we needed to go
2 into the gray area of the law to take care
3 of business, to get things done, that he
4 would -- he was fine with that. And that
5 was one of those other times in being there
6 that stood out in my mind more than any
7 other, because just -- I just knew the day
8 and age of recordings and video and
9 everything that can go wrong, you just can't
10 do that because you could be sued too
11 easily, you can be in trouble too easily.
12 And when he said this in front of all of us
13 with Amy there, it seemed like he was giving
14 some overriding permission that he shouldn't
15 have been giving and that no police chief
16 would ever touch, and it just seemed like he
17 was overstepping her boundaries. If
18 anybody's making decisions about how we
19 should be doing our job, it's her, and we
20 should be hearing about things how to do our
21 job, he should be telling her and then she
22 should be telling us. So that just stood
23 out more than anything.

24 Q. Is this one of those situations

1 thing as chief?

2 A. There was no need for me to
3 work part-time.

4 Q. You mentioned an incident that
5 occurred a Reality Tuesday Cafe?

6 A. Yes.

7 Q. And you stated that you heard
8 the mayor at the time use the word "N[REDACTED]"
9 two or three times; is that correct?

10 A. Yes.

11 Q. Were you there in your uniform
12 at the time?

13 A. Yes.

14 Q. Was Chief Schworer in her
15 uniform at the time?

16 A. Yes.

17 Q. Did it appear to you that the
18 mayor cared who heard that terminology?

19 A. No.

20 Q. As a police officer in uniform,
21 does that concern you that the mayor is so
22 carefree about using that type of language
23 in public?

24 A. Yes.

1 let's just get them out of here.

2 Q. When he says, let's get them
3 out of here, I mean, did he say he
4 actually -- I mean, I don't know. Is that a
5 paraphrasing? Or explain to me what was he
6 saying about that.

7 A. He didn't want them in the
8 city, he didn't want -- you know, he used
9 the N word before, but at that meeting, no.
10 But he was willing to -- how'd he state
11 it -- there's a black and white, but I'll
12 back you if you'd like to go in the gray --
13 if it has to go in the gray area, there is a
14 gray area when you talk about the
15 apartments.

16 Q. You say you heard him use the N
17 word. Where did you --

18 A. Just -- I think he was just
19 generally talking to, again, a couple of
20 guys after the meeting.

21 Q. Did you ever hear him say it
22 directly to you?

23 A. No.

24 Q. Did you ever hear him say it in